

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Financial Analysis and Summary of Negotiated Terms and Conditions

The Memorandum of Settlement attached as Confidential Attachment 1 – Appendix A sets out the terms and conditions of the revisions to the Collective Agreement between the Board of Governors of Exhibition Place and The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46.

1. A three-year term from January 1, 2025, to December 31, 2027.
2. January 1, 2025 – HVAC Technician and HVAC Foreperson wages mirror Journeyperson and Journeyperson Foreperson base wage hourly rate.
January 1, 2025 – 2.75% to base wage
January 1, 2026 – 2.75% to base wage
January 1, 2027 – 2.75% to base wage
3. Increase health and welfare benefits, safety footwear allowance, and vacation pay to reflect industry standards.
4. Truth and Reconciliation Day will be included if the Province of Ontario proclaims it as an employer-mandated holiday.
5. Added Land Acknowledgement article.
6. New Letter of Understanding: Requirement for security clearance for FIFA.
7. Amended Letter of Understanding if a better increase is negotiated with another trade union of Exhibition Place, this would apply to Local 46.

Highlights

1. Bargaining outcome ensures labour stability through 2027.
2. Advances Exhibition Place's ability to maintain competitiveness, grow event activity, and provide work opportunities for the bargaining unit.

Financial Implication

The aggregate financial impact for the three (3) year term of the contract (2025 to 2027), which represents the non-recoverable increase to Exhibition Place is \$72,342 which is provided for in the current operating and will be provided for in future operating budget.